

# Iowa Communications Network Facts – FY '12

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## General Information

**Address:** Grimes Building  
400 East 14<sup>th</sup> Street  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 82	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 12.79
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Span of Control: 11.57	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	17	<25	0	45-54	1	# of Females:	30	# of Males:	52
25-34	6	55-64	23	25-34	0	55-64	5	% of WF:	36.59%	% of WF:	63.41%
35-44	35	65+	1	35-44	1	65+	0	Average Age:	45.98	Average Age:	48.69
Employee Average Age: 47.70				Supervisor Average Age: 54.85				Average Length of Service: 12.72		Average Length of Service: 12.82	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	11	# of Non-minorities:	67	# African-American:	3	# of "did not respond":	4
% of Workforce:	13.41%	% of Workforce:	81.71%	# Asian/Pacific Island:	4	% of Workforce:	4.88%
Average Age:	41.96	Average Age:	48.40	# Am. Indian/Alaskan:	1	Average Age:	51.75
Average Length of Service:	8.47	Average Length of Service:	13.14	# Hispanic or Latino:	3	Average Length of Service:	18.69

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	0	# of Persons With No Disabilities:	73	# of "did not respond":	9
% of Workforce:	0%	% of Workforce:	89.02%	% of Workforce:	10.98%
Average Age:	N/A	Average Age:	46.88	Average Age:	54.33
Average Length of Service:	N/A	Average Length of Service:	12.34	Average Length of Service:	16.40

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 55	Technicians EEO Category 3: 11	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 0

Separation Rate: 9.70%	Hire Rate: 8.48%	Number Hires: 6	Transfer In: 1
Retirements: 1	All Terminations: 1	Voluntary Quits: 3	Transfer Out: 3

# of Classes Used: 32	Most Populous Classes: Telecommunications Specialist Sr (8), Telecom Tech Ent Exp (7), Telecom Specialist (7)		
Separations - By Class:	Accounting Tech 2 (1), Design Tech Spec (1), Executive Sec (1), Human Resource Associate (1), Public Service Executive 5 (1)		
# Eligible for Retirement:	12 in next 5 years	% Eligible: 14.63%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$19,231.75	Sick Leave Payouts: \$437.87	Annual Payroll: \$6,840,057.92	Avg. Base Salary: \$78,164.78	Overtime Days Worked: 215.5
Overtime Cost: \$68,211.48	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$520,477.85	Vacation Days Earned: 1,695.1	Vacation Used Expense: \$502,744.77	Vacation Days Taken: 1,639.0	
Sick Leave Days Earned: 1,438.8	Reg. Sick Leave Used Expense: \$208,364.55	Reg. Sick Leave Days Used: 761.6	Converted Sick Leave To Vacation Days Used: 159.0	
Sick Leave -Earned Value: \$411,291.03		Avg. Sick Leave Days Per EE: 9.29	Converted Sick Leave To Vacation Used Expense: \$54,883.64	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<b>Reclassifications</b> Up (Filled): 3 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-37,180.00	<b>Grievances</b> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$8,287.64	Funeral Days Used: 32.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,582.52	Jury Leave Days Used: 3.5	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for 2012" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012